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Department of Defense

CIVILIAN MANPOWER STATISTICS

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JUNE 30, 1991

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CIVILIAN
MANPOWER
STATISTICS

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OPERATIONS AND REPORTS (DIO-R)

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Department of Defense

CIVILIAN MANPOWER STATISTICS

JUNE 30, 1991

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FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD) with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.

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TABLE 1

**DoD Civilian Employment by Function and Employment Status,
According to Defense Component - June 30, 1991**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGNS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	1,047,598	380,250	331,936	235,538	99,874
DIRECT HIRE	976,894	331,732	321,718	224,971	98,473
INDIRECT HIRE	70,704	48,518	10,218	10,567	1,401
TOTAL EMPLOYMENT	1,059,173	384,198	336,691	237,594	100,690
DIRECT HIRE	988,469	335,680	326,473	227,027	99,289
INDIRECT HIRE	70,704	48,518	10,218	10,567	1,401
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	28,457	28,456	0	1	0
TOTAL EMPLOYMENT	31,323	31,322	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	1,076,055	408,706	331,936	235,539	99,874
DIRECT HIRE	1,005,351	360,188	321,718	224,972	98,473
INDIRECT HIRE	70,704	48,518	10,218	10,567	1,401
TOTAL EMPLOYMENT	1,090,496	415,520	336,691	237,595	100,690
DIRECT HIRE	1,019,792	367,002	326,473	227,028	99,289
INDIRECT HIRE	70,704	48,518	10,218	10,567	1,401

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

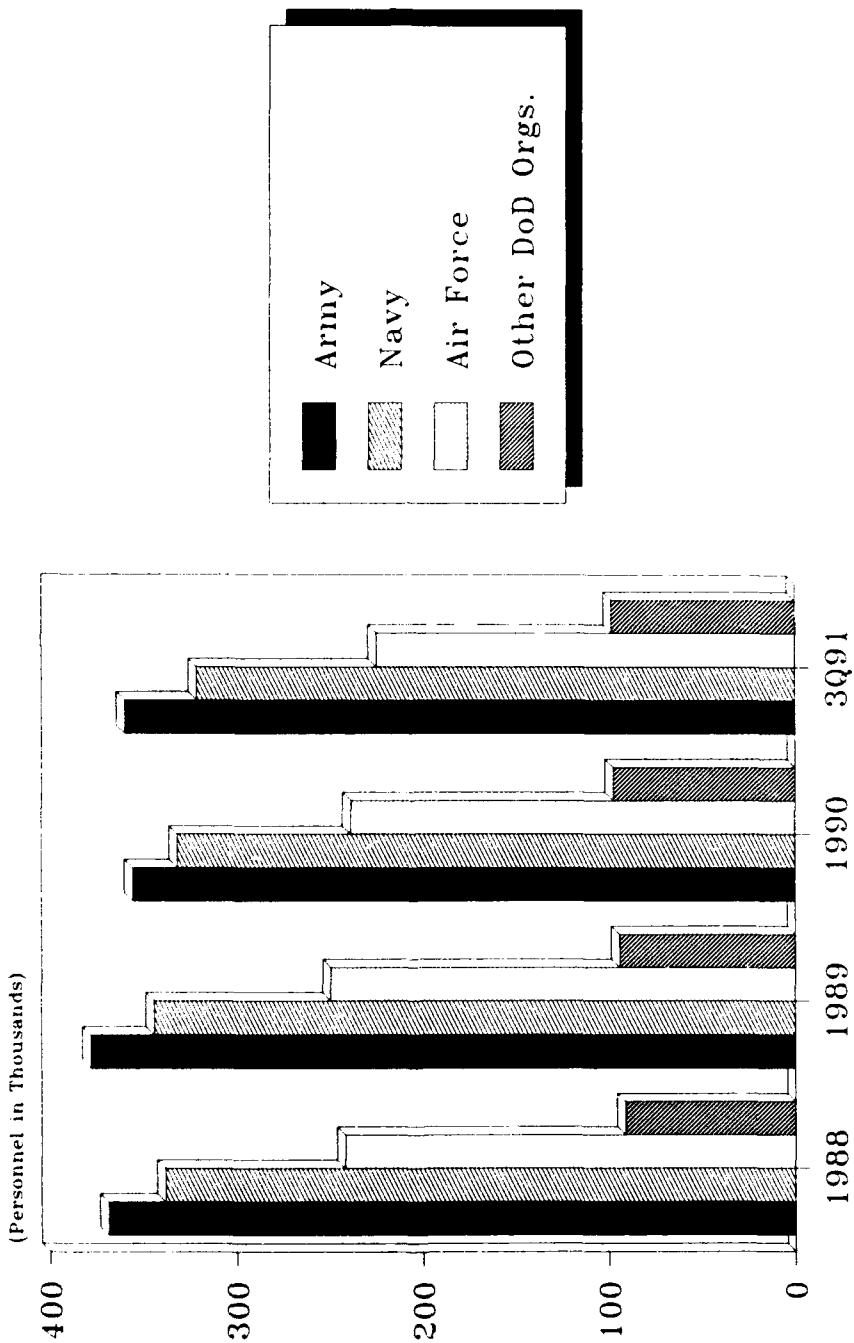
**Trends in DoD Civilian Employment Subject to OMB Ceiling,
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 87	30 SEP 88	30 SEP 89	30 SEP 90	30 APR 91	31 MAY 91	30 JUN 91
MILITARY FUNCTIONS							
DIRECT HIRE a/	1,134,145	1,090,479	1,117,449	1,073,227	1,042,347	1,039,983	1,047,598
INDIRECT HIRE b/	1,049,337	1,010,306	1,037,632	997,197	967,378	968,843	976,894
ARMY	84,808	80,173	79,817	76,030	74,969	71,140	70,704
DIRECT HIRE	420,145	394,842	405,008	382,058	368,798	367,214	380,250
INDIRECT HIRE	359,966	338,525	349,171	328,688	316,159	318,326	331,732
NAVY	60,179	56,317	55,837	53,370	52,639	48,888	48,518
DIRECT HIRE	354,162	348,570	354,942	342,101	332,029	331,940	331,936
INDIRECT HIRE	343,672	338,369	344,436	331,982	321,752	321,704	321,718
AIR FORCE	10,490	10,201	10,506	10,119	10,277	10,236	10,218
DIRECT HIRE	265,326	254,070	261,571	249,862	233,540	233,095	235,538
INDIRECT HIRE	252,767	242,029	249,662	238,831	222,930	222,517	224,971
OTHER DoD ORGANIZATIONS c/	12,559	12,041	11,909	11,031	10,610	10,578	10,567
DIRECT HIRE	94,512	92,997	95,928	99,206	107,980	107,734	99,874
INDIRECT HIRE	92,932	91,383	94,363	97,696	106,537	106,296	98,473
CIVIL FUNCTIONS a/	1,580	1,614	1,565	1,510	1,443	1,438	1,401
(ALL DIRECT HIRE)	29,753	30,446	29,248	27,258	26,796	27,696	28,457
ARMY	29,751	30,444	29,246	27,257	26,796	27,695	28,456
AIR FORCE	2	2	1	1	0	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS							
DIRECT HIRE a/	1,163,898	1,120,925	1,146,697	1,100,485	1,069,143	1,067,679	1,076,055
INDIRECT HIRE b/	1,079,090	1,040,752	1,066,880	1,024,455	994,174	996,539	1,005,351
	84,808	80,173	79,817	76,030	74,969	71,140	70,704

a/As reported officially to the Office of Personnel Management
 b/Foreign Nationals supporting U.S. Military Forces overseas under contracts
 c/See Glossary for a list of Other DoD Organizations

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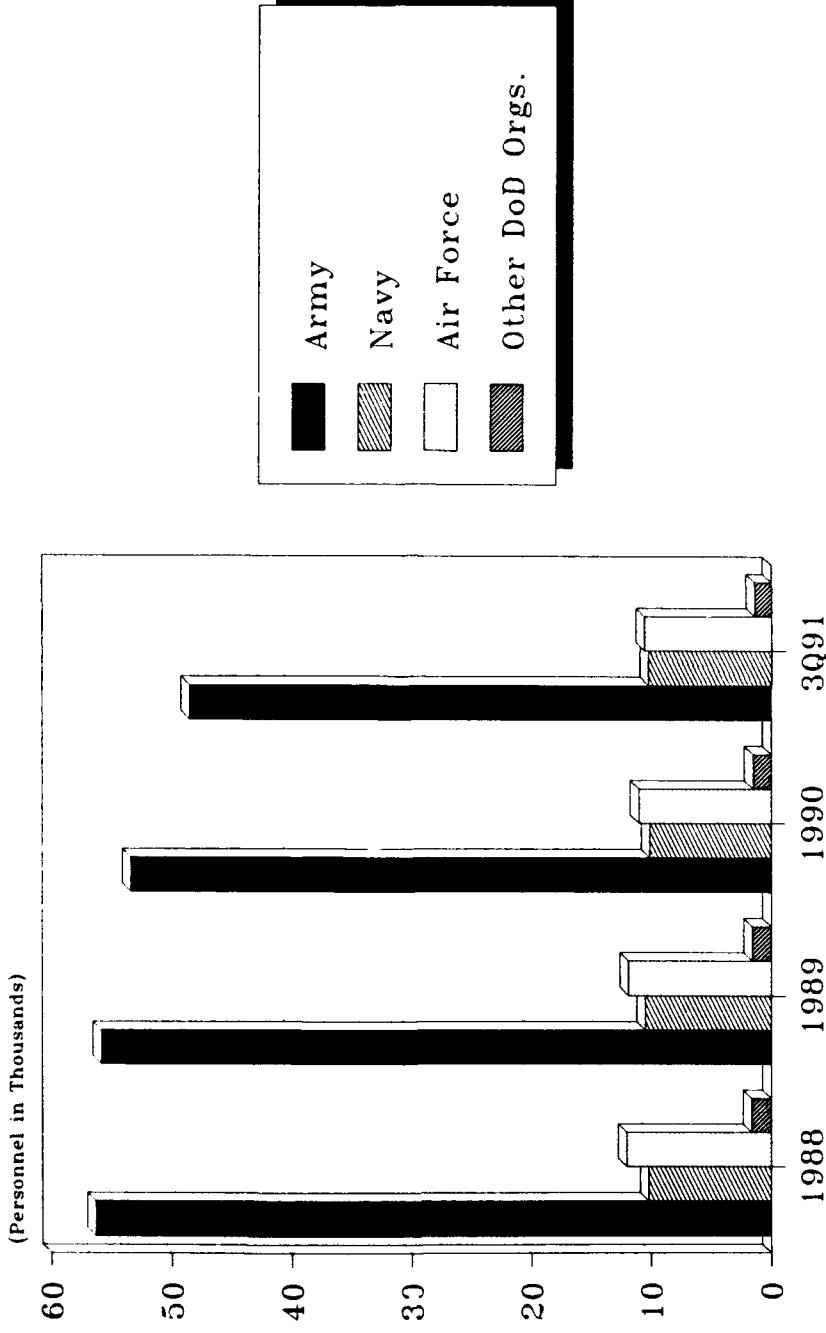
TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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Figure 1 - Direct Hires

TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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Figure 2 - Indirect Hires

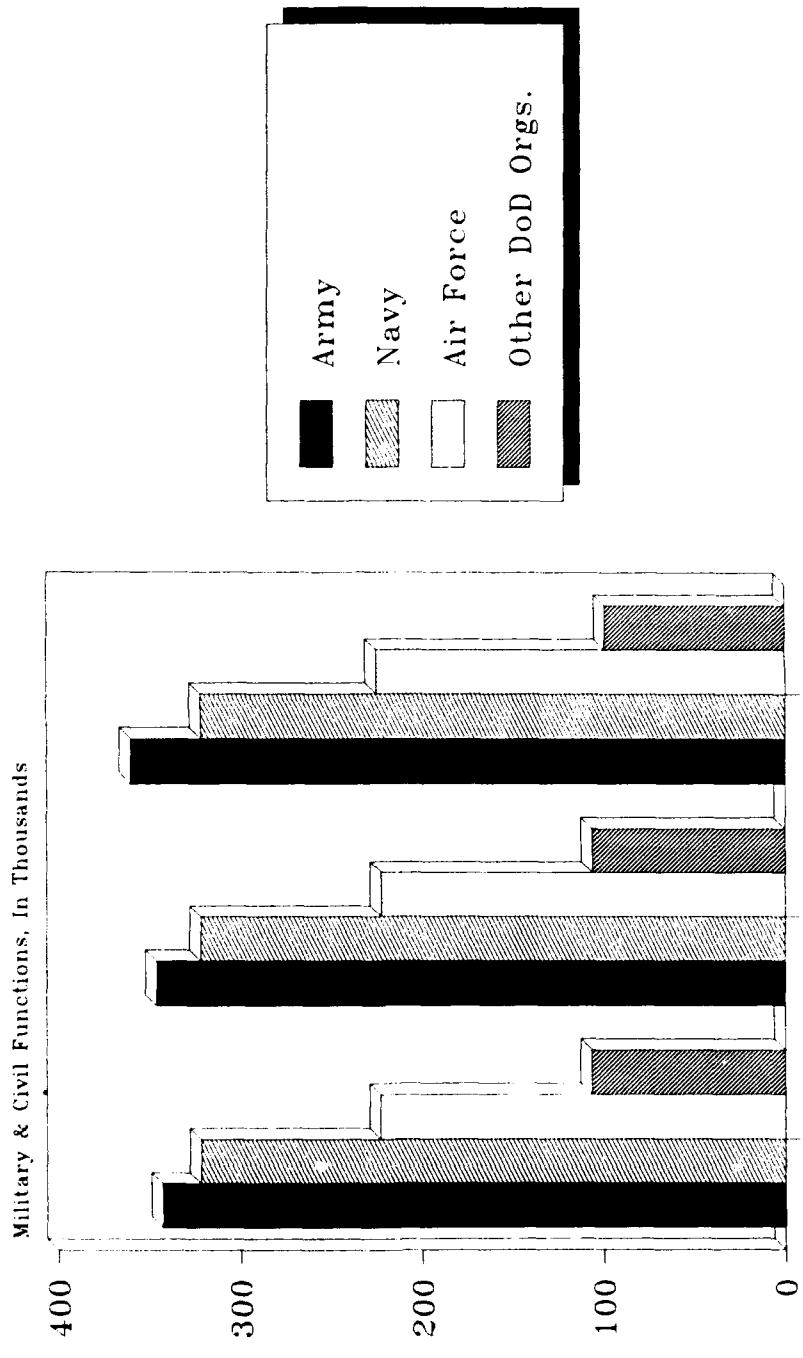
TABLE 3
**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,
 By Function and Defense Component**

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	30 APR 91	31 MAY 91	30 JUN 91		30 SEP 91	30 APR 91	31 MAY 91
MILITARY FUNCTIONS	967,378	968,843	976,894	965,379	865,070	863,784	861,657
ARMY	316,159	318,326	331,732	313,100	268,169	268,143	272,649
NAVY	321,752	321,704	321,718	319,879	295,712	295,683	295,000
AIR FORCE	222,930	222,517	224,971	227,647	203,669	202,708	202,935
OSD & ORGANIZATIONS SERVICED	4,271	4,329	4,400	4,587	4,064	4,086	4,099
BY OSD a/ DEFENSE CONTRACT AUDIT AGENCY	6,440	6,495	6,502	6,220	6,316	6,311	6,289
DEFENSE FINANCE AND ACCOUNTING SERVICE	8,468	8,635	10,503	9,240	8,299	8,443	9,975
DEFENSE INFORMATION SYSTEMS AGENCY	2,350	2,352	2,383	2,390	2,297	2,299	2,330
DEFENSE INVESTIGATIVE SERVICE	3,858	3,856	3,831	3,620	3,763	3,763	3,744
DEFENSE LOGISTICS AGENCY	56,948	56,590	56,736	58,473	53,606	53,168	53,219
DEFENSE MAPPING AGENCY	7,975	8,018	8,095	7,903	7,835	7,856	7,880
DEFENSE NUCLEAR AGENCY	772	804	831	860	714	716	718
DoD DEPENDENTS SCHOOLS	13,259	13,015	2,961	18,123	8,606	8,591	799
DoD INSPECTOR GENERAL	1,400	1,395	1,396	1,448	1,385	1,377	1,378
ON-SITE INSPECTION AGENCY	112	125	136	338	111	118	124
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	684	682	699	791	524	522	518
CIVIL FUNCTIONS	26,796	27,696	28,457	N/A	25,236	25,290	25,817
ARMY	26,796	27,695	28,456	1	25,236	25,289	25,816
AIR FORCE	0	1			0	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	994,174	996,539	1,005,351	N/A	890,306	889,074	887,474

a/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

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DoD DIRECT HIRE CIVILIAN PERSONNEL
SUBJECT TO OMB CEILING, BY MONTH &
DEFENSE COMPONENT



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Figure 3 - Total Employment

TABLE 4

**DoD Direct and Indirect Hire Civilian Personnel by Component
(Excluding the Military Departments) - June 30, 1991 a/**

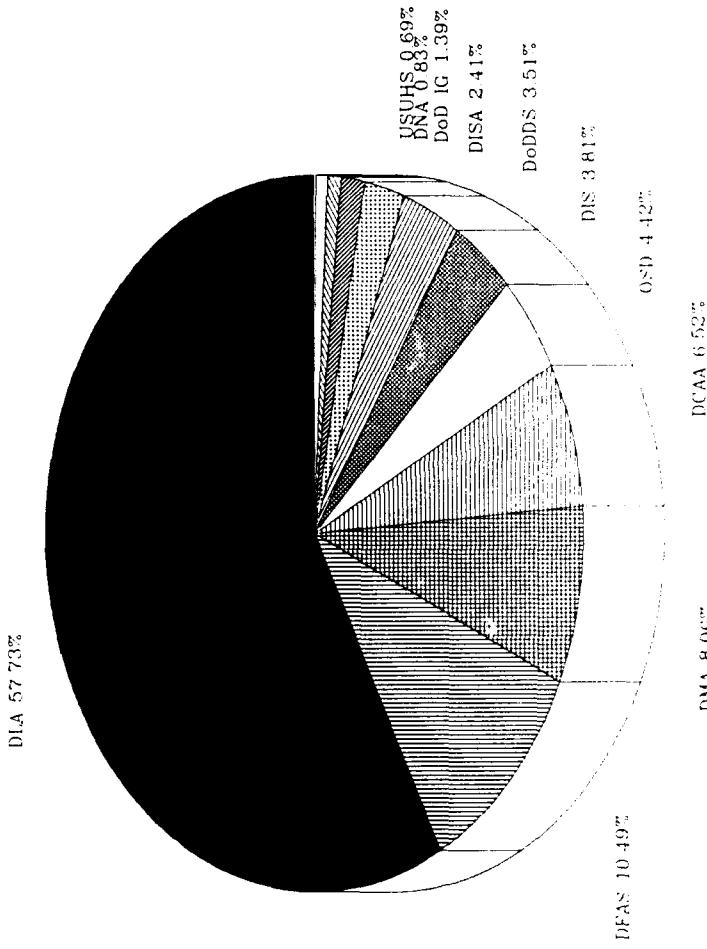
DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/	4,452	4,436	16
DEFENSE CONTRACT AUDIT AGENCY	6,566	6,560	6
DEFENSE FINANCE AND ACCOUNTING SERVICE	10,558	10,558	0
DEFENSE INFORMATION SYSTEMS AGENCY	2,424	2,414	10
DEFENSE INVESTIGATIVE SERVICE	3,838	3,838	0
DEFENSE LOGISTICS AGENCY	58,125	57,336	789
DEFENSE MAPPING AGENCY	8,117	8,116	1
DEFENSE NUCLEAR AGENCY	839	839	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	3,539	2,961	578
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,397	1,396	1
ON-SITE INSPECTION AGENCY	136	136	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	699	699	0
TOTAL	100,690	99,289	1,401

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of OSD and Organizations serviced by OSD.

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DoD DIRECT AND INDIRECT HIRE CIVILIAN
EMPLOYMENT BY COMPONENT
JUNE 30, 1991



Excludes Military Departments

(OSIA = .14%)
FIGURE 4

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TABLE 5

**DoD Direct Hire Civilian Personnel, by Type
According to Defense Component - June 30, 1991 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	1,019,792	367,002	326,473	227,028	99,289
BY STATUS					
FULL-TIME	994,385	357,698	321,060	219,757	95,870
PART-TIME	21,921	8,413	5,173	5,042	3,293
INTERMITTENT	3,486	891	240	2,229	126
BY CAREER SERVICE CATEGORY					
COMPETITIVE	857,009	288,373	290,938	185,178	92,520
EXCEPTED AND SES	162,783	78,629	35,535	41,850	6,769
BY TYPE OF APPOINTMENT					
PERMANENT	902,864	305,298	299,559	205,725	92,282
TEMPORARY/INDEFINITE	116,928	61,704	26,914	21,303	7,007
BY CITIZENSHIP					
U. S. CITIZENS	983,964	352,156	311,972	221,071	98,765
NON-CITIZENS	35,828	14,846	14,501	5,957	524
BY LABOR CATEGORY					
SALARIED	720,612	269,368	214,858	151,218	85,168
WAGE BOARD	299,180	97,634	111,615	75,810	14,121

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component – June 30, 1991 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,019,792	367,002	326,473	227,028	99,289
UNITED STATES	929,317	318,048	303,033	212,507	95,729
BY LOCATION					
WASHINGTON, D.C., SMSA c/	88,477	27,743	36,976	6,719	17,039
REMAINDER OF U. S.	840,840	290,305	266,057	205,788	78,690
BY LABOR CATEGORY					
SALARIED	660,625	238,204	202,606	138,068	81,747
WAGE BOARD	268,692	79,844	100,427	74,439	13,982
BY CITIZENSHIP					
U. S. CITIZENS	928,684	317,720	302,857	212,470	95,637
NON-CITIZENS	633	328	176	37	92
U. S. TERRITORIES					
BY LABOR CATEGORY					
SALARIED	7,209	1,495	4,835	817	62
WAGE BOARD					
BY CITIZENSHIP					
U. S. CITIZENS	3,775	996	2,346	378	55
NON-CITIZENS	3,434	499	2,489	439	7
FOREIGN COUNTRIES					
BY LABOR CATEGORY					
SALARIED	7,193	1,493	4,821	817	62
WAGE BOARD					
BY CITIZENSHIP					
U. S. CITIZENS	16	2	14	0	0
NON-CITIZENS					
	83,266	47,459	18,605	13,704	3,498
	56,212	30,168	9,906	12,772	3,366
	27,054	17,291	8,699	932	132
	48,087	32,943	4,294	7,784	3,066
	35,179	14,516	14,311	5,920	432

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia, Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - June 30, 1991**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
TOTAL	70,704	48,518	10,218	10,567	1,401
BELGIUM	841	807	0	21	13
GERMANY	47,188	40,982	3	5,203	1,000
GREECE	166	2	0	154	10
GUAM	4	0	4	0	0
JAPAN	16,899	3,184	9,156	4,351	208
KOREA	2,965	2,965	0	0	0
NETHERLANDS	574	578	0	84	12
PHILIPPINES	6	0	6	0	0
SPAIN	1,874	0	1,049	754	71
UNITED KINGDOM	87	0	0	0	87

a/See the Glossary for a list of Other DoD Organizations.

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GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemetery workers (Army) and a conservation management employee (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

OTHER DOD ORGANIZATIONS

Office of the Secretary of Defense (OSD) *

Joint Chiefs of Staff (JCS) *

Inspector General of the Department of Defense

Department of Defense Agencies:

Defense Advanced Research Projects Agency (DARPA) *

Defense Commissary Agency (DeCA)

Defense Contract Audit Agency (DCAA)

Defense Finance and Accounting Service (DFAS)

Defense Information Services Agency (DISA)

Defense Investigative Service (DIS)

Defense Legal Services Agency (DLSA) *

Defense Logistics Agency (DLA)

Defense Mapping Agency (DMA)

Defense Nuclear Agency (DNA)

Defense Security Assistance Agency (DSAA) *

Defense Support Activity (DSA) **

On-Site Inspection Agency (OSIA)

Strategic Defense Initiative Organization (SDIO) *

NOTE: *Organizations serviced by OSD.

**Organization serviced by DLA.

Department of Defense Field Activities:

American Forces Information Service (AFIS) *
Defense Medical Support Activity (DMSA) *
Defense Technology Security Administration (DTSA) *
Department of Defense Dependents Schools (DODDS)
Office of Civilian Health and Medical Program *
for the Uniformed Services (OCHAMPUS)
Office of Economic Adjustment (OEA) *
Washington Headquarters Services (WHS) *

U.S. Court of Military Appeals *

Uniformed Services University of the Health Sciences(USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-condition in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

NOTE: *Organizations serviced by OSD

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)